

LEA INNOVATION ZONE

iZone

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TURNING AROUND TENNESSEE'S LOWEST- ACHIEVING SCHOOLS

TITLE I COMMITTEE OF PRACTITIONERS

TENNESSEE DEPARTMENT OF EDUCATION

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State's Lowest Performing Schools?

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Priority Schools

- Bottom 5% of all schools in overall achievement across tested grades and subjects
- Identified every 3 years based on evaluation of all schools' 3-year achievement data.

Tennessee School Improvement Grant

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- TN wishes to amend the state's School Improvement Grant to include the LEA Innovation Zone as part of district support.

PRIORITY SCHOOLS= TIER I SCHOOLS

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Tier I = Priority Schools as defined in the NCLB Flexibility Waiver

All districts with Priority schools will be eligible to apply for a School Improvement Grant (SIG)

The *iZone* application will supplement district capacity section in the SIG application

Turnaround Interventions

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Four Types Of Interventions Aligned with the Turnaround Principles

Enter the
TDOE
Achievement
School District
(ASD)

Enter an
LEA-run “iZone”

Apply and be
approved by TDOE
to adopt one of
four SIG
turnaround models

LEA-led School
Improvement

LEA iZone

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Innovative, service-oriented model of support for the LEA's Priority schools that will

- ✦ Implement innovation while conducting turnaround
- ✦ Create local and sustainable capacity to engage in meaningful turnaround in Priority schools
- ✦ Ensure close coordination and collaboration between the LEA and ASD
- ✦ Streamline supports from multiple district offices rather than creating additional bureaucracy
- ✦ Create a framework for low-performing schools based on opting into high-potential reforms
- ✦ Prioritize low-performing schools in not only talk, but action
- ✦ Ensure school and Lead Partner level authority to deliver results

Requirements of the LEA

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- ***Establish an iZone Office***
- ***Build Management Flexibility*** –
 - ✦ Hire iZone leader with authority to hire staff, including the principal/leader
 - ✦ Hire one full-time data analyst for the iZone office
- ***Provide Governing Autonomy*** – Under governance of iZone office, allow schools autonomy over decisions
 - ✦ Financial
 - ✦ Staffing
 - ✦ Time allocation

The iZone must be directly linked to and empowered by the superintendent to implement time-critical initiatives quickly.

Requirements District Board of Education

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- ***Provide Governing Autonomy:*** Pass policy, as necessary, to allow schools, under governance of the *iZone* office, to allow schools autonomy over decisions
 - ✦ Financial
 - ✦ Staffing
 - ✦ Time allocation
 - ✦ Direct link to and empowered by superintendent for quick implementation of time-critical initiatives

Requirements of the iZone

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- ***Foster Human Capital – create favorable conditions to attract and maintain high quality talent at all levels.***
 - ✦ allow principals to build their own teams;
 - ✦ provide specialized training for principals;
 - ✦ develop clear recruitment incentives and selection criteria/processes for turnaround teachers;
 - ✦ performance contracts for teachers with hiring and dismissal flexibility

Requirements of the iZone

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- ***Monitoring and Oversight: Directly oversee the Priority Schools absorbed by the iZone***
 - Hold schools accountable for student achievement based on data analysis; establishing and monitoring against goals, benchmarks, and timelines for student achievement
 - Hold LEA support services (e.g. transportation, budget, facilities) that serve Priority Schools accountable for effective and efficient delivery based on metrics the iZone will establish
 - Provide transparency and access to key stakeholders

Requirements of the iZone

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- ***Service-oriented support:*** *Organize as a comprehensive, service-oriented unit that can serve clusters of Priority schools (addressing feeder patterns within LEAs).*
 - Communicate with LEA to establish priority in delivery of support services (e.g. contracts, management, technology)
 - Secure direct access to the superintendent
 - Administer SIG and other grants
 - Pursue outside funding opportunities

Requirements of the iZone

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- ***Build management capacity:*** Hire (internally or externally) a leader for each school with the authority to hire his/her staff
- ***Provide Technical Assistance:*** Directly or through external partners (as decided and monitored by the iZone) to assist school strategic planning, stakeholder engagement, and execution of interventions

Requirements of Priority Schools within the iZone

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- ***Operate with Managerial Autonomy:*** school leadership will make decisions around financial, programmatic, staff and time allocation
- ***Accountability:*** school leadership will be held accountable on the managerial decisions that have been made based on the net impact on student achievement

Requirements of TDOE

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- ***Provide financial support:*** Federal and state funding for a Priority school will be channeled directly to the LEA iZone for the Priority schools that the iZone absorbs
- ***Provide management support:*** Dedicate state resources to LEA iZones
- ***Accountability:*** Monitor progress annually through AMOs and on-site visits by state officials

Questions and Action

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- Questions?
- Action: Amend Tennessee's School Improvement Grant (1003g) application to include the LEA Innovation Zone.